

UNITED STATES DISTRICT COURT
EASTERN DISTRICT OF NEW YORK

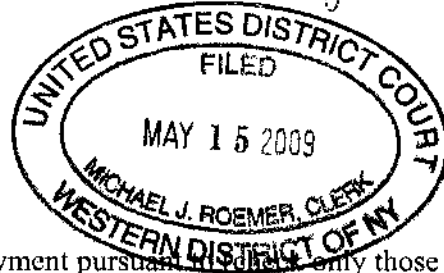
Leanne Marie Doverspike

09-07 01:29 (F)
COMPLAINT

NAME OF PLAINTIFF(S)

v.
International Indurance Technologies

NAME OF DEFENDANT(S)



This action is brought for discrimination in employment pursuant to only those that apply):

✓

Title VII of the Civil Rights Act of 1964, as codified, 42 U.S.C. §§ 2000e to 2000e-17 (amended in 1972, 1978 and by the Civil Rights Act of 1991, Pub. L. No. 102-166) (race, color, gender, religion, national origin).

NOTE: In order to bring a suit in federal district court under Title VII, you must first obtain a right to sue letter from the Equal Employment Opportunity Commission.

✓

Age Discrimination in Employment Act of 1967, as codified, 29 U.S.C. §§ 621 - 634 (amended in 1984, 1990, and by the Age Discrimination in Employment Amendments of 1986, Pub. L. No. 92-592, the Civil Rights Act of 1991, Pub. L. No. 102-166).

NOTE: In order to bring a suit in federal district court under the Age Discrimination in Employment Act, you must first file charges with the Equal Employment Opportunity Commission.

✓

Americans with Disabilities Act of 1990, as codified, 42 U.S.C. §§ 12112 - 12117 (amended by the ADA Amendments Act of 2008, Pub. L. No. 110-325 and the Civil Rights Act of 1991, Pub. L. No. 102-166).

NOTE: In order to bring suit in federal district court under the Americans with Disabilities Act, you must first obtain a right to sue letter from the Equal Employment Opportunity Commission.

Jurisdiction is specifically conferred upon this United States District Court by the
aforementioned statutes, as well as 28 U.S.C. §§ 1331, 1343. Jurisdiction may also be appropriate
under 42 U.S.C. §§ 1981, 1983 and 1985(3), as amended by the Civil Rights Act of 1991,
Pub. L. No. 102-166, and any related claims under New York law.

1. Plaintiff resides at:

115 Park St Lower Apt 1 [#] Jamestown
Street Address
Chautauque, NY, 14701, (616) 488-3050
County State Zip Code Telephone Number

2. Defendant(s) resides at, or its business is located at:

101 Dawson St.
Street Address
Chautauque, Jamestown, NY, 14701
County City State Zip Code

3. The address at which I sought employment or was employed by the defendant(s) is:

Dawson St.
Street Address
Chautauque, Jamestown, NY, 14701
County City State Zip Code

4. The discriminatory conduct of which I complain in this action includes

(check only those that apply).

☐ Failure to hire.☒ Termination of my employment.☐ Failure to promote.☐ Failure to ^{understand}accommodate my disability. I don't think they know I had hypothyroidism however I was given a chance to explain any thing I was simply terminated☐ Unequal terms and conditions of my employment.☒ Retaliation☐ Other acts (specify) Discrimination Because

NOTE: Only those grounds raised in the charge filed with the Equal Employment Opportunity Commission can be considered by the federal district court.

He became ill on the job vomited and
lost his weight
in the restroom

5. It is my best recollection that the alleged discriminatory acts occurred on:

Originally Sept 2004 at a different agency this continued to
Date(s) happen for the next 3 years
↳ International Ordinance Technologies Oct 10, 2007

6. I believe that the defendant(s) (check one)

☒ WHO is still committing these acts against me.☒ International Ordinance Technologies is not still committing these acts against me.

7. Defendant(s) discriminated against me based on my:

(check only those that apply and state the basis for discrimination, for example, what is your religion, if religious discrimination is alleged)

☐ race _____ ☐ color _____☐ gender/sex _____ ☒ religion Bogon / Native American Indian☒ national origin Native American Indian & White☒ age 50 My date of birth is: 2/6/58

Date

☒ disability I have hypothyroidism

NOTE: Only those grounds raised in the charge filed with the Equal Employment Opportunity Commission can be considered by the federal district court.

↳ International Ordinance Technologies did not make
open statements about Native American Indians however
that was a very publicized incident that I
was personally involved in and I truly this may be
contributed to my dismissal

8. The facts of my case are as follows:

The original discrimination began September of 2004 this caused me lose my home, has disrupted my business and cost one of my animals their life because I had to move 7 times in 6 months. I did not have a safe house for my Chihuahua named Sonny he was a wonderful dog.

(Attach additional sheets as necessary)

Note: As additional support for your claim, you may attach to this complaint a copy of the charge filed with the Equal Employment Opportunity Commission, the New York State Division of Human Rights, or the New York City Commission on Human Rights.

9. It is my best recollection that I filed a charge with the New York State Division of Human Rights or the New York City Commission on Human Rights regarding defendant's alleged discriminatory conduct on: _____
Date

10. It is my best recollection that I filed a charge with the Equal Employment Opportunity Commission regarding defendant's alleged discriminatory conduct on: 5/16/2009
Date

Only litigants alleging age discrimination must answer Question #11.

Since the date of my original discrimination Sept 2004 my civil rights and human rights have been violated several times. I was also financially exploited by a government agency this caused me to be homeless. I do not have family and friends to depend on or to stay with. I have truly suffered physical pain throughout this abuse. I have ear problems "pain" and also I had an abscessed tooth for a very long time and I have hypothyroidism. I cannot withstand cold for long periods time.

By the time I began to work for International Ordinance Technologies I have been abused many times by agencies and a couple employers as well.

I was very happy to be hired by International Ordnance Technologies. I have 5 years experience in the metal industry. I can also weld mig, tig and stick and set up machinery. I was very qualified for the position that I was hired for especially full time. The shop was close to my home less than 1 mile. This was also a permanent position that really made me happy. I really needed a job.

The company basically hired me on the spot. I don't know if they reviewed my application. By this time I had already had many terrible things happen

the 1st day of any new job. Anyhow there were parts on the moving conveyor belt they were small and we had to look for flaws in them. As I said I felt a little nauseated the motion of watching the parts move on the conveyor belt made me extremely ill. I began to feel extremely light head and I was trying very hard to hold myself together because I did not want to be terminated. I really needed a job, however I knew I was going to vomit at any given minute therefore I said to

to me. The permanent employees were or appeared to be younger than me on the 1st shift. Most of the employees on 3rd Shift were men. The Supervisor Dana a female was quite young the other female employee that was permanent was older however she was the Supervisor's ^{mother} daughter.

This is what happened I began work Sunday 12/14/2007 at International Ordnance Technologies.

I was working on small presses and feeding parts on a tube to go to the presses. I did this for quite a while the last day I was there they sent me down to a conveyor belt I did not feel real good that day stress is probably common

my coworkers. I really
need to leave I am
extremely sick to my
stomach. I then
went to the rest-
room I barely got
my head through the
restroom door and
began to vomit fortunately
there was a
sink close to the
door any ways I
finished vomiting and
went to find the
Supervisor Dana and
told her I had
become very ill and
threw up and ask her
if she could please have
a bucket and disinfectant
to clean the restroom
she said yes and
went and got me a
bucket mops and disinfectant
I cleaned the restroom
the night was almost

over I was willing to continue working for the rest of the evening even though I did not feel well. I was also afraid of losing my job. Had been not treating me very nice as explained earlier. Dana the Supervisor told me to go ahead and go home so I did. The next day I went to work and another Supervisor told me he wanted to talk to me as soon as I punched in so I went into the office with him. He told me he was sorry that I became ill but I was not right for the company and I was not going to make it there.

at all and would
never recall and he
felt he was not waking
fast enough. I could
not help it I felt
like I was going to
pass out. He had my
application in his hand
I don't think they looked
at it prior to this
incident. There was a
very political issue
prior to my waking.
There I had to file
a complaint because
there was much hatred
pointed towards Native
American Indian People.
This was a very public
issue. I was not
waking fast enough it
is because I was new
on the job & not feeling
well. I have hypothyroid-
~~ism~~ - my actions might be
slightly slower than an

an average persons however
I am an experienced
metal worker I have
5 years experience and
my former employers
of 5 years were very
happy with my work
It takes anyone
a little time when they
just start a new
position. I can not
keep it that I had
to file a complaint
of my ethnicity, national
origin or that I have
hypothyroidism I am
also only 4'10" and a little
chubby they were not they
are all slender and I do
believe that I have been
discriminated ^{against} because of
my age as well. I
also feel that they
were wrong for terminated
and the fact they I became
ill is a big part of why

I was terminated at the very beginning of the 3rd day I worked at International Ordnance Technologies. I believe that I have truly been discriminated against for the reasons that I have stated.

I would also really like to have an Attorney.

I swear all statements in this document are true to the best of my knowledge.

Sincerely,

Quinn Pouspke

5/13/2009

Pro Se

11. Since filing my charge of age discrimination with the Equal Employment Opportunity Commission regarding defendant's alleged discriminatory conduct (check one),

 / 60 days or more have elapsed.

 less than 60 days have elapsed.

12. The Equal Employment Opportunity Commission (check one):

 has not issued a Right to Sue letter.

 / has issued a Right to Sue letter, which I
received on February 18, 2009
Date /

NOTE: Attach a copy of the Right to Sue Letter from the Equal Employment Opportunity Commission to this complaint.

WHEREFORE, plaintiff prays that the Court grant such relief as may be appropriate, including injunctive orders, damages, costs, and attorney's fees.

Louise Doverspike
PLAINTIFF'S SIGNATURE

Dated: 5/13/2009

115 Park St. Tower Apts
Address

Garnettown - NY 14701

607-498-3050

Phone Number



**U.S. Equal Employment Opportunity Commission
New York District Office**

33 Whitehall Street
5th Floor
New York, NY 10004
(212) 336-3620
TDD: 1-800-669-6820
FAX (212) 336-3625
1-800-669-4000

Respondent: INTERNATIONAL ORDINANCE TECHNOLOGIE
EEOC Charge No.: 520-2008-03706
FEPA Charge No.:

February 3, 2009

Ja Dawn Louise M. Doverspike
124 Park Street, Apt. 1
Jamestown, NY 14701

Dear Miss Doverspike:

This is to acknowledge receipt of the above-numbered charge of employment discrimination against the above-named respondent. Please use the "EEOC Charge No." listed above whenever you call us about this charge. The information provided indicates that the charge is subject to:

- ☒ Title VII of the Civil Rights Act of 1964 (Title VII)
- ☒ The Age Discrimination in Employment Act (ADEA)
- ☒ The Americans with Disabilities Act (ADA)
- ☐ The Equal Pay Act (EPA)

You need do nothing further at this time. We will contact you when we need more information or assistance. A copy of the charge or notice of the charge will be sent to the respondent within 10 days of our receipt of the charge as required by our procedures.

- ☒ Please be aware that we will send a copy of the charge to the agency listed below as required by our procedures. If the charge is processed by that agency, it may require the charge to be signed before a notary public or an agency official. Then the agency will investigate and resolve the charge under their statute. If this occurs, section 1601.76 of EEOC's regulations entitles you to ask us to perform a Substantial Weight Review of the agency's final finding. To obtain this review, a written request must be made to this office within 15 days of receipt of the agency's final finding in the case. Otherwise, we will generally adopt the agency's finding as EEOC's.
New York State Division Of Human Rights
Federal Contract Unit
One Fordham Plaza, 4 Fl.
Bronx, NY 10458

While your charge is pending, please notify us of any change in your address, or where you can be reached if you have any prolonged absence from home. Your cooperation in this matter is essential.

Sincerely,

Electra Yourke
Enforcement Manager
(212) 336-3751

Office Hours: Monday – Friday, 8:30 a.m. - 5:00 p.m.
www.eeoc.gov

Enclosure(s)

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION		Charge Presented To: _____ Agency(ies) Charge No(s): _____	
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		<input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	
New York State Division Of Human Rights and EEOC			
State or local Agency, if any			
Name (indicate Mr., Ms., Mrs.)		Home Phone (Incl. Area Code)	
Miss Louise Marie Doverspike		(716) 488-3050	
Date of Birth		12/6/1958	
Street Address		City, State and ZIP Code	
115 Park St. 1st Floor Apt #1		Jamestown NY 14701	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name		No. Employees, Members	
International Ordinance Technologies		15-100?	
Phone No. (Include Area Code)		716-664-1100	
Street Address		City, State and ZIP Code	
101 Danvers St.		Jamestown NY 14701	
Name (Original complainant)		No. Employees, Members	
Randolph Childrens Home / New Directions		716-358-3636	
Street Address		City, State and ZIP Code	
Retaliation		EEOC ruled in my favor much protest	
Main St		Randolph NY 14701 3 denial of services	
DISCRIMINATION BASED ON (Check appropriate box(es).)		DATE(S) DISCRIMINATION TOOK PLACE	
<input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (Specify below.)		Earliest: Sept 3, 2004 Latest: Oct 3, 2007 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)). Race, Political Party & National Origin, Religion the reason there has been much publicity President Maurice Taha + Elliot Spitzer I filed a complaint against a very large agency where there is much hatred towards Native American Indians as well as against an individual employee at a public school who does not like Native American Indians. This person is a Supervisor, the Bucky Phillips case. This is a very public issue Elliot Spitzer as Gov. lost his position. I was very qualified for this position and was a good employee with previous retail shops.			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.	
Date: 9/10/2008 Charging Party Signature: Louise Doverspike		SIGNATURE OF COMPLAINANT: Louise Doverspike SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year) 9/10/08 HELEN L. ADAMS Notary Public, State of New York Qualified in Chautauque County Reg. No. 4850725 My Commission Expires Jan. 20, 2010	

My Commission Expires Jan. 20, 2010

Cover file = 58

The only permanent female employees on that shift were Mother + Daughter both very slender and of course worked together

I am chubby with a big belly, The daughter is the supervisor. She looked at my stomach in a strange way. The man's daughter average height of an 4'10" & get weights it made a little slow once I catch on I'm fine I am familiar with the work & had positions in metal factories that require skill & knowledge of an weld mig, tig, & stick

and read blue prints as well as set up the machinery I am a skilled laborer & days is not long enough to learn a new job almost places give 30 days or at least a couple weeks to get the feel of a company. The Supervisor & her mother were both permanent employees. The Supervisor looked to be 30-35 years of age

I was 47 years of age I have hypothyroidism at first I move a little slow once I catch on I am fine & keep up with everyone in the metal industry. I was very well qualified I don't think my application & Resume was received I was basically on the spot the question that were ask were already explained in Resume. I can hide who I am if I use all of my educational background

The attitude of the (Dismissing) Supervisor was snide and he had my Resume in his hand. This position was my only form of income I am separated & living in my estranged husband's home town. I have been being discriminated and

Dismissed from the position at Int.

also have no family to go back on very easily. I don't know the educational background of the other permanent employees.

Disc incident caused many attacking at Political, House Representative 9/10/08 used as extremely poverty strike. I feel grounds & unceremonious a great deal of grief.



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION INTAKE QUESTIONNAIRE

Please immediately complete the entire form and return it to the U.S. Equal Employment Opportunity Commission ("EEOC"). **REMEMBER**, a charge of employment discrimination must be filed within the time limits imposed by law, generally within 180 days or in some places 300 days of the alleged discrimination. Upon receipt, this form will be reviewed to determine EEOC coverage. **Answer all questions as completely as possible, and attach additional pages if needed to complete your response(s).** If you do not know the answer to a question, answer by stating "not known." If a question is not applicable, write "n/a." Please Print.

1. Personal Information

Last Name: Dove Spire First Name: JA Dawn MI: M
 Street or Mailing Address: 134 PARK ST. - Apt #4 Apt Or Unit #: Lower Apt #4
 City: Amestown County: Cattaraugus State: NY ZIP: 14701
 Phone Numbers: Home: (716) 488 3050 Work: ()
 Cell: () Email Address: _____

Date of Birth: 12/06/1958 Sex: Male ☐ Female: ☒ Do You Have a Disability? Yes ☒ No ☒

Please answer each of the next three questions. i. Are you Hispanic or Latino? Yes ☐ No ☒

ii. What is your Race? Please choose all that apply. ☒ NATIVE
☐ American Indian or Alaska Native ☐ Asian
☐ Black or African American ☐ Native Hawaiian or Other Pacific Islander ☒ White

iii. What is your National Origin? I am Native American Indian and White. I have an Irish Grandmother

Provide The Name Of A Person We Can Contact If We Are Unable To Reach You:

Name: Crystal Brook Peelman Relationship: daughter
 Address: 357 Main St City: Randolph State: NY Zip Code: 14701
 Home Phone: (716) 358-6263 Other Phone: () _____

I believe that I was discriminated against by the following organization(s): (Check those that apply)

Employer ☒ Union ☐ Employment Agency ☐ Other (Please Specify) _____

2. Organization Contact Information

Organization #1 Name: Randolph Childrens Home / New Directions
 Address: Main St County: Cattaraugus
 City: Randolph State: NY Zip: 14701 Phone: (716) 488 3050
 Type of Business: child care Job Location if different from Org. Address: _____
 Human Resources Director or Owner Name: _____ Phone: _____

Number of Employees in the Organization at All Locations: Please Check (✓) One

Less Than 15 ☐ 15 - 100 ☐ 101 - 200 ☐ 201 - 500 ☒ More 500 ☐

Organization #2 Name: International Ordinance Technologies
 Address: 14 Harrison St County: Cattaraugus
 City: Amestown State: NY Zip: 14701 Phone: (716) 488 3050

Type of Business: Auto Wash Job Location if different from Org. Address: _____
 Human Resources Director or Owner Name: _____ Phone: _____
 Number of Employees in the Organization at All Locations: Please Check (✓) One
 Less Than 15 ☐ 15 - 100 ☐ 101 - 200 ☐ 201 - 500 ☐ More 500 ☐

3. Your Employment Data (Complete as many items as you can)

Date Hired: 10/1/07 Job Title At Hire: Auto Wash Employee
 Pay Rate When Hired: \$7.15 per hour Last or Current Pay Rate: \$7.15 per hour
 Job Title at Time of Alleged Discrimination: Assembly worker
 Name and Title of Immediate Supervisor: Dawn?
 If Applicant, Date You Applied for Job: 10/1/07 Job Title Applied For: Assembly Worker

4. What is the reason (basis) for your claim of employment discrimination?

FOR EXAMPLE, if you are over the age of 40 and feel you were treated worse than younger employees or you have other evidence of discrimination, you should check (✓) AGE. If you feel that you were treated worse than those not of your race or you have other evidence of discrimination, you should check (✓) RACE. If you feel the adverse treatment was due to multiple reasons, such as your sex, religion and national origin, you should check all three. If you complained about discrimination, participated in someone else's complaint or if you filed a charge of discrimination and a negative action was threatened or taken, you should check (✓) RETALIATION.

Race ☐ Sex ☒ Age ☐ Disability ☐ National Origin ☐ Color ☐ Religion ☐ Retaliation ☐ Pregnancy ☐

Other reason (basis) for discrimination (Explain): many young people work there

the 2 other women were very slender and average height

5. What happened to you that you believe was discriminatory? Include the date(s) of harm, action(s) and include the name(s) and title(s) of the persons who you believe discriminated against you. (Example: 10/02/06 - Written Warning from Supervisor, Mr. John Soto)

A) Date: _____ Action: Please see attached

Name and Title of Person(s) Responsible: Dawn. I hope this

B) Date: _____ Action: undiscoverable and

Name and Title of Person(s) Responsible: unacceptable. I hope this

Describe any other actions you believe were discriminatory: several things happen

People had told me right
to my face that they hate
me and was trying to
old that state must say come
in the back of the building
same I can not begin
to tell you how terrible it

(Attach additional pages if needed to complete your response.)

was told by Dawn Skinner

6. What reason(s) were given to you for the acts you consider discriminatory? By whom? Title?

① Randolph Childrens Home 3 Randolph Academy people in
Supervisory positions said they hated Native American
Indians. (2) Dunkirk Ice Cream supervisor named
Betty refused to give me a jacket while working in refrigerator
when jackets were available

7. Name and describe others who were in the same situation as you. Explain any similar or different treatment. Who was treated worse, who was treated better, and who was treated the same? Provide race, sex, age, national origin, religion, and/or disability status of comparator if known and if connected with your claim of discrimination. Add additional sheets if needed.

Full Name	Job Title	Description
Betty	Supervisor	Refused to give me jacket
		to work in refrigerator when company provided
		jackets the other employees were allowed jackets

Answer questions 8-10 only if you are claiming discrimination based on disability. If not, skip to question 11.

8. Please check all that apply:

- ☐ Yes, I have an actual disability
☐ I have had an actual disability in the past
☐ No disability but the organization treats me as if I am disabled

I have hypothyroidism
I can't take the cold.

9. If you are alleging discrimination because of your disability, what is the name of your disability? How does your disability affect your daily life or work activities, e.g., what does your disability prevent or limit you from doing, if anything? (Example: lifting, sleeping normally, breathing normally, pulling, walking, climbing, caring for yourself, working, etc.).

years ago I was given a bipolar diagnosis, but I don't have bipolar disorder.
I have hypothyroidism I feel good 90% of the time however I can not with stand cold for long periods of time sometimes I move a little slow but usually I keep up with everyone once I become accustomed to a new job.

10. Did you ask your employer for any assistance or change in working condition because of your disability?

Yes ☒ No ☐

Did you need this assistance or change in working condition in order to do your job?

Yes ☒ No ☐

If "YES", when? Dunkirk Ice Cream To whom did you make the request? Provide full name of person Betty How did you ask (verbally or in writing)?

Describe the assistance or change in working condition requested?

I ask for a jacket while working in Dunkirk Ice Cream in the Refrigerated area

Betty is a Supervisor

11. Are there any witnesses to the alleged discriminatory incidents? If yes, please identify them below and indicate what they will say. Add additional pages if necessary.

NAME	JOB TITLE	ADDRESS & PHONE NUMBER
A.		
B.		
C.		

12. Have you filed a charge previously in this matter with EEOC or another agency? Yes ☒ No ☐

13. If you have filed a complaint with another agency, provide name of agency and date of filing:

Randolph Childrens Home New Directions 2001-2005

14. Have you sought help about this situation from a union, an attorney, or any other source?

Yes ☐ No ☐ - If yes, from whom and when? Provide name of organization, name of person you spoke with and date of contact. Results, if any?

I have been treated terribly since the harassment discrimination took place at the Randolph Childrens Home New Direction this went as far as demanding assistance that I was unable through the Department of Social Services.
Sharon Berry 5 30 2008
 Signature Today's Date

PRIVACY ACT STATEMENT: This form is covered by the Privacy Act of 1974: Public Law 93-579. Authority for requesting personal data and the uses thereof are:

1. FORM NUMBER/TITLE/DATE. EEOC Intake Questionnaire (10/2006).
2. AUTHORITY. 42 U.S.C. § 2000e-5(b), 29 U.S.C. § 211, 29 U.S.C. § 626, 42 U.S.C. 12117(a)
3. PRINCIPAL PURPOSE. The purpose of this questionnaire is to solicit information in an acceptable form consistent with statutory requirements to enable the Commission to act on matters within its jurisdiction. When this form constitutes the only timely written statement of allegations of employment discrimination, the Commission will, consistent with 29 CFR 1601.12(b) and 29 CFR 1626.8(b), consider it to be a sufficient charge of discrimination under the relevant statute(s).
4. ROUTINE USES. Information provided on this form will be used by Commission employees to determine the existence of facts relevant to a decision as to whether the Commission has jurisdiction over allegations of employment discrimination and to provide such charge filing counseling as is appropriate. Information provided on this form may be disclosed to other State, local and federal agencies as may be appropriate or necessary to carrying out the Commission's functions. Information may also be disclosed to respondents in connection with litigation.
5. WHETHER DISCLOSURE IS MANDATORY OR VOLUNTARY AND EFFECT ON INDIVIDUAL FOR NOT PROVIDING INFORMATION. The providing of this information is voluntary but the failure to do so may hamper the Commission's investigation of a charge of discrimination. It is not mandatory that this form be used to provide the requested information.

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Ms. Louise Doverspike**
115 Park St., Lower Apt. #1
Jamestown, NY 14701

From: **New York District Office**
33 Whitehall Street
5th Floor
New York, NY 10004

☐

On behalf of person(s) aggrieved whose identity is
 CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

520-2008-03706

Sean J. Oliveira,
Investigator

(212) 336-3760

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

☐

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.

☐

Your allegations did not involve a disability as defined by the Americans With Disabilities Act.

☐

The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.

☐

Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge

☒

The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.

☐

The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.

☐

Other (briefly state)

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, and/or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a state claim may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission

Spencer H. Lewis, Jr.

Spencer H. Lewis, Jr.,
Director

2/18/09

(Date Mailed)

Enclosures(s)

cc: **International Ordinance Technologies**
Human Resources Director
101 Harrison Street
Jamestown, NY 14701

Original
Complaint to EEOC

Miss Ja Dawn Louise Marie Drousselle
115 Park St. Room Apt #1
Jamastron NY 14701
(716) 488-3850

Complaint addressed to: Sean G. Olivera
U.S. Equal Employment Opportunity Commission
33 Whitehall Street, 5th Floor
New York, NY 10004 - 2112

Dear Mr. Olivera:

Respectfully, Originally I
was discriminated against by the
Randolph Childrens Home / New Directions
The EEOC ruled in my favor right after
this incident (Date of Original
Discrimination is Sept 2004) The

EEOC ruled in my favor.

Due to this act I faced much
persecution and retaliation

such as denial of food, heat,
medication and use of personal
products such as tampons. I

believe much of this is due to
not only my race / national
origin but also because
of my political party.

I can not help
what I was born into

over please

no more than I can
help my ethnicity.
Reasons

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Oct 11, 2008 - Oct 17, 2008

I began working for
International Distance
Technologies 10/11/2008

Everything seemed to
be going well the 15th
day that I worked
there. I was very
happy to find
employment that was
permanent and close
to my home. I was
hired on the spot
as a permanent
employee. I left
another position through
a temporary agency.
The work was steady
but a long distance
from my home. The
other employees in the
department I was working
in were average height
and slender. I am
4'10" tall and a little
chubby. I ate weights
consistently. I move at
little slow but once I
got the hang of things
I normally keep up.

with everyone in the
the metal industry."

Most of the employees
that I saw appeared
to be younger than
me. The one woman
looked older than me
she was tall and
slender and also
the Supervisors "Dana"
"Methu".

I have 5 years
experience in the
metal industry. I
have been employed
as a set-up person
and can read blue-
prints - micrometers
and also can mig, tig
and stick weld. I
was well qualified
for this position.

As I said I
don't think they
reviewed my applica-
tion and resume be-
cause I was hired
on the spot. At
the time of my

dismissal. The
Supervisor who
dismissed me had
my resume in hand
but (not Dana) told
me he moved back
to slow and would
never call me.
He simply became
ill on the 2nd. I
waited there. I returned
to work the next day
and was dismissed.
I have hyp-
thyroidism. However
I am very healthy
I feel good most
all of the time. I
can not however work
in real cold environments
for long periods of
time. I was given
this diagnosis in
approximate date 1997.
We have had many
people be mean to
me in the 3 years
on the job and when
I applied for Public
Assistance. There is an

original complaint
that I filed to
further explain the
circumstances around
my dismissal, I
certainly would have
stayed at this company
for quite a while. I
feel as though I
have truly been
discriminated against.
I really needed
a job, as am single
and have no other
income.

I swear that
I am telling the
truth.

5/30/2008

Shirley Doverspike